

# THE BULLETIN

APRIL 12, 1993 ~ 46TH YEAR ~ NUMBER 16

## SOCIAL CONTRACT WORRIES EMPLOYEES

BY DAVID TODD

FACULTY AND STAFF FEAR THAT the provincial government's proposed "social contract" with public sector workers may add up to wage rollbacks and job losses.

Faculty members, who suspect that they may be a principal target for wage cuts, have taken a particularly critical stance towards the proposal. At a meeting with public sector representatives to unveil the plan April 5, Premier Bob Rae pledged that workers at the lower reaches of the wage scale would suffer less than those near the top.

Some reports have suggested that university professors, along with doctors, pharmacists and schoolteachers, will end up carrying a greater share of the burden — a prospect that angers Professor Bill Graham,

president of the U of T Faculty Association. "You can't target and isolate people like this," he said. "We won't stand for it."

President Robert Prichard said he, too, opposes the idea that faculty members or senior university staff should have to take a "disproportionate reduction" in their incomes. "I believe equity should be achieved through progressive income taxation, not through differential reductions in employee compensation," he said.

The government, determined to tame the mountainous provincial deficit, wants to cut back on the \$27 billion that it spends each year to cover the costs of salaries and benefits in the public sector. The purpose of the proposed social contract is to reduce costs while preserving public services and sparing jobs to the extent possible. Negotiations with

representatives of the various sectors begin April 19.

Faculty members, Graham said, need to be aware of the threats inherent in the social contract process. "We're talking about things that are going to hit them not only in their pocketbooks but in their classrooms,"

he said. "This is going to amount to a real reduction in University services and programs and a real attack on the quality of education at U of T and elsewhere."

Administrative employees may have less to fear than faculty members, but Judith Eichmanis, presi-

dent of the U of T Staff Association (UTSA), said that much depends on how the government defines "lower-paid" workers. Various reports have indicated that those earning below \$30,000 or \$40,000 a year might fall

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## Are They Compatible?



Gerald Dubois, a lab manager in the Department of Electrical & Computer Engineering, displays a model of a space shuttle with its bay doors open. The model was part of a project to test the shuttle's antenna, mounted near the rear, for electromagnetic compatibility. The cones on the wall of the chamber absorb electromagnetic waves to avoid reflection.

## Reforms Inevitable, Gorbachev Says

BY DAVID TODD

IF HE HAD HIS YEARS IN POWER to live over again, Mikhail Gorbachev might do quite a few things differently. But the former Soviet president told an audience at Convocation Hall that, given a second chance, he would adopt exactly the same policy of political and economic reform for his country.

Addressing an April 1 panel discussion on world prospects for peace, human rights and the rule of law, Gorbachev said that by the time he assumed leadership of the Communist Party of the Soviet Union in 1985, the entire country understood the need for sweeping changes. "They were inevitable after so many years of suffering," he said through an interpreter. "If not Gorbachev, someone else would have begun those reforms."

In retrospect, the former leader acknowledged, he might have chosen different tactics or perhaps ordered his priorities differently. But when questioned about the wisdom of his decision to proceed with reform on many different fronts simultaneously, Gorbachev argued that no other approach would have worked: democratization of the society demanded profound changes in politics, economics, culture and international relations all at once.

Gorbachev made his visit to Toronto, the last stop of a week-long, five-city tour of Canada, to formally launch the Canada-CIS Development Foundation, a charitable organization established to provide medical aid to Russian children. The panel discussion, moderated by President Robert

Prichard, featured seven of the University's leading experts on Russian politics, law and international arms control — among them Professors Janice Stein and Peter Solomon of the Department of Political Science and University Professor John Polanyi of the Department of Chemistry.

In her introductory remarks Stein credited Gorbachev with changing the course of international politics through his efforts to arrest the Soviet Union's escalating arms expenditures and end the cold war with the United States. "We in this room, and our children, and our children's children are permanently in [his] debt," she said. The near-capacity audience appeared to agree, treating Gorbachev to frequent and enthusiastic applause during the wide-ranging 75-minute discussion.

The warm reception that Gorbachev received throughout his Canadian visit was a marked contrast to the scorn frequently heaped upon the architect of *glasnost* and *perestroika* in his own country since he surrendered the reins of power in December 1991. The ex-president, who is in the process of completing his memoirs, complained that he has become a target of criticism by the Russian media at both ends of the political spectrum. That has not, however, stopped him from speaking his mind on the issues of the day. "I've been through a lot in my life and no one will be able to intimidate me," he said. "I've made my choices and I will not change."

Speaking on minority rights Gorbachev voiced his fear that

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## Pig Patent Proves Profitable

BY SUZANNE SOTO

PATENT RIGHTS TO A SIMPLE blood test that detects porcine stress syndrome have more than doubled the Innovations Foundation's income from royalty fees.

Foundation president Edward Kenney says the corporation expects to finish 1992-93 with a total of about \$850,000 in royalties. In 1991-

92 the foundation earned \$393,000 in such fees and paid out \$188,000 to inventors and U of T.

Five contracts with North American and European hog breeders — including the Canadian Pork Council and the world's largest breeder, the Pig Improvement Company of England — have brought in \$425,000 in added revenue this year. Of that, the founda-

tion will pay a yet-to-be-determined amount back to the inventors and their supporting institutions — Professors David MacLennan of the Banting & Best Department of Medical Research and Peter O'Brien from the pathology department of the Ontario Veterinary College at the University of Guelph.

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## IN BRIEF



### Breitman wins \$100,000 award

PROFESSOR MARTIN BREITMAN OF THE DEPARTMENT OF MOLECULAR & Medical Genetics received one of 10 Alcon research awards for 1993. Breitman, who works in the molecular and developmental biology division at the Samuel Lunenfeld Research Institute of Mount Sinai Hospital, received \$100,000 from the Texas-based Alcon Research Institute in recognition of his contributions to the field of vision research. The focus of his work is a detailed analysis of the process leading to the formation of crystallins, a group of proteins that are the principal component of the lens of the eye. Since its founding in 1981, the Alcon Research Institute has handed out awards totalling more than \$6 million to 147 researchers in 10 different countries. Breitman is only the second Canadian scientist to receive one of these prizes.

### Kluger is Dales recipient

PROFESSOR RONALD KLUGER OF THE DEPARTMENT OF CHEMISTRY IS the 1992-93 recipient of the U of T Life Sciences Committee's Dales award. The three-year, \$50,000 award honours University investigators whose research has made exceptional contributions to basic or clinical sciences or community health. Kluger is noted for trying to develop a viable substitute to human blood. Recently he and a team of six investigators in Toronto and Oregon chemically modified the protein hemoglobin, which some day may replace red blood cells as a means of carrying oxygen to body tissues.

### Sedra honoured by ITAC, NSERC

PROFESSOR ADEL SEDRA, CHAIR OF THE DEPARTMENT OF ELECTRICAL & Computer Engineering, has won one of two 1993 Information Technology Association of Canada (ITAC) awards. The \$50,000 award, given over two years, is jointly funded by ITAC and the Natural Sciences & Engineering Research Council. The prize recognizes outstanding contributions made by Canadian academics working in the field of information technology. Sedra is a world-renowned researcher, teacher and author in the field of communications systems. He received the award at the ITAC awards dinner in Ottawa April 1.

### Robarts installs device for deaf

ROBARTS LIBRARY HAS INSTALLED A TELECOMMUNICATION DEVICE for the Deaf (TDD), a tool that permits communication by telephone using typed messages instead of voice. Library users whose office or home phones are similarly equipped with a TDD will now be able to call 971-2108 and use the system when they need assistance in obtaining general or catalogue information, renewing loans, making requests or dealing with fines. Patrons may also use the library's TDD machine to make emergency calls. The service is available Monday to Friday, from 9 to 5.

### Kidney researcher receives recognition

PROFESSOR PHILIP MARSDEN OF THE DEPARTMENT OF MEDICINE has won the 1992 Elsie Winifred Crann Memorial Trust Award for excellence in medical research. The \$35,000 award, administered by the U of T Life Sciences Committee, is given to junior University faculty working in the areas of breast cancer or pulmonary, kidney and urinary diseases. Marsden is researching the disease mechanisms relevant to kidney failure. His work focuses on the body's production of nitric oxide within blood vessel walls and how it affects blood vessel function.

### Library maintains placing

THE U OF T LIBRARY HAS MAINTAINED ITS FIFTH-PLACE RANKING OF research library systems in North America. The Association of Research Libraries, based in Washington, DC, placed U of T behind Harvard, the University of California at Berkeley, Yale and the University of California at Los Angeles in 1991-92. As evaluated by the association the U of T Library includes collections at Scarborough and Erindale but excludes those of federated and affiliated colleges and institutions. The association measures libraries according to criteria such as number of books listed, size of staff and total yearly expenditures.

## Social Contract Worries Employees

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into that category. However, as Eichmanis pointed out, a fair number of UTSA's members earn more than that and consequently may face the prospect of rollbacks. "If you're a single mother making \$40,000, that's a pretty scary thought," she said.

At this point there are far more questions than answers about the process and its long-term consequences. However, Professor Michael Finlayson, vice-president (human resources), ventured to predict that "it won't make life around here either pleasanter or easier." Salary rollbacks would damage morale at U of T, he said, and create serious personal difficulties for many staff and faculty. "I worry about the consequences for people who've made all kinds of commitments premised on a particular salary level," he said.

Such anxieties are compounded by the uncertainty surrounding provincial transfer payments to universities. The institutions, which were hit with a two-year freeze in their operating grants last November, now anticipate reductions of as much as

five percent when Finance Minister Floyd Laughren tables his budget in May. "I'm very concerned that after 15 years of systematic underfunding the government is even contemplating reducing the resources available to us," Prichard said.

Glen Brown, communications officer for the Ontario Confederation of University Faculty Associations (OCUFA), said his organization is "very much opposed to this strategy of trying to carry the government's economic burden on the backs of the public sector."

However, OCUFA, he said, is prepared to join the many other groups representing public sector employees in discussions with government about long-term economic problems and solutions.

The Council of Ontario Universities, said President Peter George, also intends to participate in social contract discussions. But he expressed concern about the effect that wage rollbacks might have on the competitive position of Ontario's universities relative to those in other parts of North America. "If we have

our professors making sharply reduced salaries and facing diminished prospects compared with neighbouring jurisdictions, we might see a brain drain from Ontario," he warned.

In the weeks and months ahead, the government plans to negotiate separately with each of the major sectors including education. Prichard argued that all universities should be represented independently at the sectoral bargaining table. "No one else can speak for the University of Toronto than Governing Council and the president," he said. "We will not accept representation by any collective acting in the name of all universities."

Rae has assured labour leaders and employers that he does not intend to act unilaterally to cut public payroll costs. Nevertheless, there is widespread speculation that, should the social contract negotiations fail, the government will impose some form of wage control legislation. "Rae would be in for the fight of his political life if he attempted that," predicted OCUFA's Brown.

## Reforms Inevitable, Gorbachev Says

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inter-ethnic conflicts might engulf the former Soviet republics, leading to bloodshed on a scale "that would outstrip Yugoslavia." The Soviet Union, he said, was a complex community of people speaking 120 different languages and dialects. Today, each of the individual republics is home to a wide variety of different ethnic groups — and in the absence of a mechanism to help all realize their goal of self-determination, nationalist politicians and others have been able to exploit long-standing grievances. The result has been warfare in some of the republics.

Gorbachev said his government recognized the need to reform the

multi-ethnic Soviet state but acted too slowly, spending too much time "raising toasts to the friendship of nations instead of developing new policies." In the post-communist era the government of Russia should be leading the way for other republics by moving to address the interests of ethnic minorities. Unfortunately, he said, Russian leaders have been too much preoccupied with their own "political squabbles" — a pointed reference to the bitter power struggle between President Boris Yeltsin and the conservative Congress of People's Deputies.

The former Soviet leader wrapped up his tour just two days before Yeltsin, his one-time rival, arrived

in Vancouver for a weekend summit with US president Bill Clinton. Gorbachev spoke briefly about the summit but was interrupted when a pigeon unexpectedly swooped across the lecture hall; he earned a laugh by suggesting that the appearance of this "dove of peace" was an augury of good fortune.

Other topics touched upon during the discussion included the role of scientists in the political process. Gorbachev affirmed that politicians must consult with intellectuals, artists and other creative people to ensure that there exists both a scientific and a moral basis for policies. "Making politics moral," he observed dryly, "is particularly difficult."

## Pig Patent Proves Profitable

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By examining DNA the porcine stress test accurately identifies the presence of the genetic defect that causes the syndrome. The condition makes pigs more susceptible to heart failure when exposed to stress from transportation, slaughter, fighting, mating, vigorous exercise and even hot or humid weather. Hogs with the syndrome yield poor-quality meat because of changes in muscle tissue. It is believed that between 10 and 15 percent of all swine carry the defective gene but only about two percent exhibit the disease; however, the loss to pork farmers worldwide has been estimated at \$1 billion annually.

Under its five pork industry contracts, the Innovations Foundation has given major commercial hog breeders and associations of breeders the right to use the test in exchange for royalty fees paid to the foundation each time an animal is tested.

Veterinary laboratories that perform the tests do not have to pay royalties. However, they must test hogs that belong to licensed breeders only. For additional patent fees,

the foundation grants five-year trademark rights to licensees. These rights, Kenney said, are intended to identify and guarantee the genetic make-up of each breeding pig.

The foundation is now attempting to license between 25 and 30 companies and associations in other countries. If these contracts materialize, Kenney hopes they will earn the foundation at least \$400,000 a year for the next five years. After that, he is not sure of future income from the patent: through diligent use of the test,

breeders can rid their stocks of the disease in a matter of two to three years.

The corporation may decide to try to commercialize the technology in the developing world but Kenney predicts this could be extremely difficult. "This is an industry that has never licensed anything," he said, adding that many North American and European breeders feel the test should be available without patent rights. Trying to convince developing countries to buy the technology may be impossible.

UNIVERSITY ~ OF ~ TORONTO

## THE BULLETIN

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# Anti-Semitic Charges Investigated

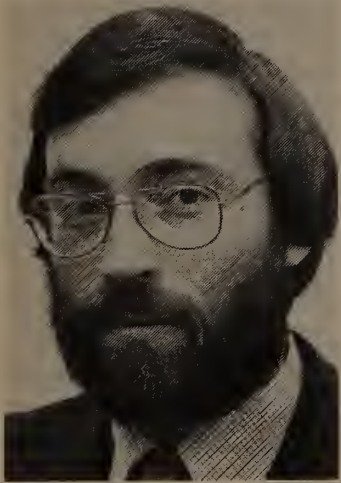
BY DAVID TODD

ACCUSATIONS OF ANTI-SEMITISM levelled against an English professor are now under investigation by the administration.

The focus of the controversy is a book that claims to expose a vast conspiracy for world domination. Provost Joan Foley has asked the Department of English to look into complaints from students, faculty and others that followed publication of *The New World Order & The Throne of the AntiChrist* by Professor Robert O'Driscoll of St. Michael's College.

In a statement issued March 24, Foley stressed that neither U of T, the English department, nor St. Michael's has anything to do with the publication. O'Driscoll, a faculty member since 1966, thanks both the University and St. Michael's in the book's acknowledgements for having made their offices and resources available. However, Foley's statement says that the two institutions reject any implication "that their scholarly reputations are associated with this work." In fact, she continues, a preliminary review of the book suggests that it is not a scholarly work at all.

The book, a collection of essays, poems and interviews by various contributors, is full of conjecture about a mysterious "Illuminati" plot to establish a world government. O'Driscoll edited the book and contributed some of the writings including an introduction in which he says Jews — some of them at least — are part of the "unholy alliance" behind this conspiracy along with Catholics, Mormons and Masons. Other sections of the book expand on this theme.



David Cook

The administration routinely investigates complaints involving faculty members. David Cook, vice-provost (staff functions), said a matter of concern in this particular case is to establish whether O'Driscoll's recent work has had any effect on the environment in his classes, whether the curriculum as set out has been taught in a professional manner. O'Driscoll has denied discussing the book or its contents with his students in class.

Bernie Farber, national director of community relations with the Canadian Jewish Congress, described the book unequivocally as hate literature. "We've seen this kind of stuff many times before," he said. "It's the old world Jewish conspiracy theory —

the same putrid hogwash, being regurgitated in a different form."

When *The New World Order* came to the attention of the congress, the organization moved quickly to voice its concerns to the University. Farber said it is extremely important that U of T distance itself from O'Driscoll's work since the danger exists that he capitalize on his status as a tenured professor to lend the book credibility.

O'Driscoll, an expert in Celtic studies, reacted with outrage to the charge of anti-Semitism. "I have never been against Jews," he insisted. In a long, discursive interview, the 54-year-old scholar dismissed the administration's investigation as institutional harassment against him dating back to 1986 — including an incident in March 1990 in which he was temporarily relieved of his teaching duties and hospitalized for psychiatric assessment.

Professor Michael Marrus of the Department of History, chair of Academic Board, said that in his personal opinion *The New World Order* is a "bizarre, erratic, scurrilous tract," utterly devoid of scholarly merit. Nevertheless, he cautioned, the University should not issue a condemnation of the book: that would run counter to the institution's responsibility to foster a climate "in which all members of the community feel free to express their views."

U of T Faculty Association president Bill Graham agrees. Academic freedom, he said, protects O'Driscoll against any punitive action by the University on the basis of his published views. "It's a guarantee of freedom from institutional censorship or persecution. You can't lose your job because of what you write or say." Academic freedom would not, however, protect O'Driscoll from charges under the provincial human rights code or laws banning hate literature.

Cook acknowledged that the University must guard against creating a climate of "intolerance." The provost's statement, accordingly, tries to affirm the University's support both for academic freedom and for racial, cultural and religious diversity.

## For the Love of Children



President Robert Prichard makes a point during a panel discussion featuring former Soviet president Mikhail Gorbachev at Convocation Hall April 1. Gorbachev was on a five-city tour to launch the Canada-CIS Development Foundation, a charitable organization established to provide medical aid to Russian children.

DAVID WOHLFAHRT

## Groups Feel Advice Ignored

EMPLOYEE GROUPS ARE COMPLAINING that the administration disregarded their recommendations in putting together the University's application for government restructuring money.

Guidelines established by the Ontario Council on University Affairs (OCUA), which is responsible for evaluating restructuring fund submissions from institutions, require that all proposals be the product of "a meaningful collaborative process involving students, staff, faculty and administrators." However, in a letter to OCUA dated April 5, the U of T Employee Associations & Unions (UTEAU) criticizes University administrators for failing to meet that condition.

"Although several meetings were held," the letter says, "the administration had pre-determined the proposals that it wanted funded. UTEAU's advice and wishes were not taken seriously."

When the provincial government imposed a two-year freeze on transfer payments last November, it also

set aside a total of \$17 million to support restructuring projects at universities. Each institution has been allotted a share of this "Restructuring for Efficiency" fund proportional to its operating grant. However, the government must first approve the lists of projects on which universities plan to spend the money. OCUA, which set a deadline of April 2 for all submissions, is supposed to report to the minister of education and training by May 20.

In the end the objections of the employee groups may prove academic, given the possibility of further reductions in government support for universities. "People are saying that there will be no restructuring fund or that if there is it will be smaller than announced," said Dan Lang, assistant vice-president (planning). "But there's nothing official about that yet so we've duly sent in our proposals." U of T's portion of the fund is \$3.4 million. It has submitted eight projects totalling \$6.5 million.

Employee groups urged the administration to emphasize "people-

related" projects that would offset the effects of budget cuts. The top priorities, they said, should include support for retraining programs, severance packages and early retirement.

Professor Michael Finlayson, vice-president (human resources), insisted that the administration did take seriously the desires of the employee groups and tried to oblige them. The three highest priorities, he noted, are all human resource projects: U of T has requested \$154,000 to pay for relocation and retraining of administrative employees, \$1.5 million to provide staff with early retirement, voluntary exit and severance packages and another \$1.16 million to cover early retirement and voluntary exits for faculty. It is even possible, Finlayson said, that the University could end up spending all of its allocation on these projects.

More than half of the funding requested, however, is for such initiatives as electrical cogeneration, curriculum renewal in the arts and science and medical faculties and improvements in institution's financial information systems.

David Heap, liaison officer with the Canadian Union of Educational Workers, Local 2, said that the administration presented its list to UTEAU as a fait accompli and was not interested in entertaining alternative proposals.

Despite their unhappiness with the submission, employee groups might have given it their approval had the administration agreed to one condition: that the University move \$3.4 million from one of its restricted funds (such as the endowed adjustment fund) into the operating budget to help reduce the size of budget cuts facing divisions this year. U of T, Heap pointed out, is seeking the restructuring funds for projects that it was already committed to supporting itself.

Finlayson dismissed this proposal. "There is nowhere to get that money," he said. "If there were, we would have put it into the budget already."

## Philosophers Provide Course Direction

AFTER HALF A CENTURY OF lobbying, philosophy instructors have convinced the Ministry of Education & Training to consider a high school credit course in philosophy.

Ministry officials are currently devising a curriculum guideline that will be sent to all provincial school boards for discussion, said Professor Frank Cunningham of the Department of Philosophy. The consultative process could take between one and four years. The course, if approved, will receive Ontario Academic Credit (OAC) standing for admission to university.

Cunningham is a member of the eight-person committee — along with Professors André Gombay of philosophy and the Institute for History & Philosophy of Science &

Technology, Amy Mullin of philosophy at Erindale and Ian Winchester of the Ontario Institute for Studies in Education — advising government officials on the guidelines. He is delighted by the latest development. The ministry, he believes, agreed to the project because it realized philosophy is not a frivolous subject but in fact gives students valuable skills.

"Philosophy develops people's ability to think critically, to do intellectual problem solving, to evaluate arguments." The world's philosophies, he added, are a part of most heritages and play a significant role in teaching values and ethics. Although specific topics have yet to be decided, the course will give students an opportunity to study traditional principles, western and non-western philosophies and will address questions of

cultural, racial and gender bias.

Mullin said she is particularly concerned about gender issues and is pleased they are being examined as part of the course's curriculum. Philosophy, she said, has traditionally been sexist in nature. "Aristotle thought that women were not fully human. Hegel said that women can't be citizens and throughout our philosophy and political theories, women have sometimes been called slaves or barbarians, incapable of philosophy, of reason and of being political subjects."

She added that although strides have been made by many in the field to overcome these prejudices "philosophy is by no means free of sexist bias" and this is important to consider when designing the high school course.



# Business Board Approves Tuition Hike

**B**USINESS BOARD HAS APPROVED a seven percent tuition fee increase. Fees for self-funded programs, which are not subject to government approval, will increase by up to 18.5 percent.

The tuition fee schedule for 1993-94 was approved at the board's March 29 meeting. The fee for most full-time programs, including those in the Faculty of Arts & Science, will increase by \$130 to \$2,025. Students in the Faculty of Applied Science & Engineering who paid \$2,055 last year will pay \$2,199 this year, while the annual fee at the School for Graduate Studies increases from \$2,376 to \$2,543.

The executive MBA program, one of the self-funded programs in the Faculty of Management, will charge \$19,250 next year, up 18.5 percent from last year's fee of \$16,250. The

increase, Professor Basil Kalymon of management told board members, is not as dramatic as the numbers suggest because it includes the cost of an international trip that used to be optional. Fees at the University of Western Ontario's executive MBA program are still higher and US schools charge 30 to 40 percent more than U of T, Kalymon noted.

Fees for students at the Faculty of Education's Institute for Child Study and University of Toronto Schools are scheduled to increase 12 and 10 percent respectively. The increases are meant to correct the deficits of the two schools.

There will be no increase in the \$5,000 fee for the doctor of pharmacy program that began last July. Woodsworth College's pre-University program will charge students \$400, up from \$360.

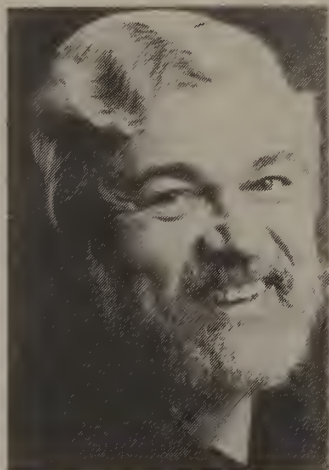
## IN MEMORIAM

### Priddle Was Head of Staff Association

**D**AVID PRIDDLE, TECHNICAL manager of the Department of Chemistry, died suddenly on March 12 of complications following hip surgery. He was 48 years old.

Born in Saint John, New Brunswick, Priddle attended R.H. King Collegiate Institute and Ryerson Polytechnical Institute from which he graduated with a diploma in chemical technology in 1967. Later that year he joined the Department of Chemistry as an instrument technician. Over the years he assumed responsibility for many of the department's more technical, administrative operations and his experience was recognized by his appointment to the University's senior management group and to the financial management diagnostic team under the vice-president (business affairs).

Priddle was president of the U of T Staff Association in 1973-74 and chair of the Confederation of Ontario University Staff Assoc-



iations from 1974 to 1976. These were the founding years of administrative staff associations and Priddle played a significant role in their early development.

He was active in various theatrical groups including the Alumnae Theatre, as a stage and technical director, and produced the Canada Day show at Queen's Park for several years.

## LETTERS



### THE MANDATE OF RACE RELATIONS COMMITTEE

Professor Furedy's letter in *The Bulletin* states that the mandate of the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives extended to "check on any material in texts or lectures that may be offensive to a member of some minority or disadvantaged group" (We missed the train but he missed the boat, March 29). This is not true. Such a mandate would be offensive to academic freedom and we do not need or want a University committee to undertake such a task.

The terms of reference for PACRRARI which were published in *The Bulletin* (April 1, 1991) never included any such language. Furthermore, at the Academic Board meeting on Thursday, March 25, Professor Furedy acknowledged that his claim could not be attributed to either the terms of reference of PACRRARI or its co-chairs.

ROBERT PRICHARD  
PRESIDENT

### LESSONS TO BE LEARNED FROM US UNIVERSITIES

Professor Martin Klein rebukes John Furedy for his "vitriolic criticism" of the report of the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives and seems puzzled by his focus on the issue of academic freedom (New Horizons, March 15). While one may quarrel with Professor Furedy's language, I am glad that there is at least one other person at U of T who feels as I do.

If I am correct, the only significant recent racial incident at this university was the intimidation of anthropology instructor Jeanne Cannizzo following the exhibition on colonial Africa she organized at the Royal Ontario Museum. If that is the case, then the PACRRARI report seems oddly inappropriate; the central issue was an attack on academic freedom by the forces of ideological intolerance.

My concern about the report deepened considerably on reading Dinesh d'Souza's book *Illiberal Education: The Politics of Race and Sex on Campus*; he presents numerous examples which suggest that, if we adopt American universities' responses to the challenge of multiculturalism, we risk creating ideological ghettos amongst the faculty and racial strife amongst the students.

I cite examples. Julius Lester, an Afro-American studies professor for two decades at the University of Massachusetts, was hounded out of his department after he wrote a book on his conversion to Judaism. Michigan professor Reynolds Farley, an acknowledged demographer in the field of race relations, withdrew a course on the subject because of student minority group

activism. His transgressions included supposedly "insensitive" use of statements that black writers had made about themselves.

One of the most chilling examples quoted by d'Souza arose in the context of the women's studies programs cited in the PACRRARI report as models for broadening the University's intellectual horizons. When feminist historian Rosalind Rosenberg provided data to support a company's defence against an employment equity commission's charges of discriminatory hiring practices, she was vilified by her colleagues. Among other denunciations, a women's group at an American Historical Association annual meeting resolved that "We believe as feminist scholars we have a responsibility not to allow our scholarship to be used against the women struggling for equity in our society."

It is clear that many of the incidents occurring on American campuses present serious challenges to academic freedom. We would do well to learn from their mistakes.

PHILIP SULLIVAN  
INSTITUTE FOR AEROSPACE STUDIES



### DEMOCRACY REIGNS AT ACADEMIC BOARD

This letter is a further response to the extravagant comments about Academic Board made in the University of Toronto Faculty Association (UTFA) *Newsletter* March 8 dealing with the Faculty of Forestry (UTFA Questions Board Independence, March 29).

In the forestry debate, the newsletter said, Academic Board exhibited "utter contempt of free, open and democratic access," its agenda committee decided "to muzzle the voices of the community" and its decision was "rammed through in haste." Members of Academic Board, UTFA alleged, vote a "party line," its members behave like "cannibalistic vultures" [sic] and their votes are "gathered" with "the prospect of cash."

Members of UTFA should know of the organization's unwillingness to hear my own and others' protest against such allegations. Twice I have written to Bill Graham, the president of UTFA, protesting against a one-sided presentation. I asked that my letter of protest be published in the next issue of the newsletter. As well I requested permission to make the case of Academic Board before the UTFA council. I have had no response to either request. The UTFA council, it seems, is literally closed to members with dissenting points of view.

Let me briefly rehearse the role of Academic Board in the forestry decision. The provost's recommendation was reported to the board Jan. 7. Thereafter the board's Planning & Priorities Committee held two meetings on the matter lasting for a total of about six hours. Students, alumni, representatives of the public and UTFA all had their say. The committee heard 38 outside speakers and received about 75 written submissions and other, extensive documentation on the subject. All of this material, together with additional submissions and a lengthy digest of the public presentations, was sent to the board — amounting to more documentation than I can remember on any matter put before Governing Council.

At issue before the board's agenda committee was the question of whether public hearings should be continued at the level of Academic Board. Some wanted to do so. Others felt that this would be to do the job of the Planning & Priorities Committee over again, would make such committee work redundant and that it was time to get down to a debate within the board. The agenda committee felt that the best course of action would be to permit three outside speakers chosen by the dean of the Faculty of Forestry plus Bill Graham of UTFA. I ruled in this sense at the board meeting, pointing out that I could be overruled by a simple majority vote. As it happened, my ruling was sustained.

Academic Board itself considered forestry at two meetings attended by a large group of visitors as well as the press. Debate was long and at times heated. It was also conducted with courtesy and seriousness of purpose. In my view, both sides presented their cases well. After about three hours of deliberation, someone moved that the question be put — a motion now decried in UTFA's newsletter as "most undemocratic." In fact, the mover graciously withdrew her motion in order to allow the dean of forestry and a few others to speak. Then she put it once again. It carried and the final vote was taken. The motion passed 54 to 30.

Having lost my share of political contests over the years, I appreciate the disappointment, even bitterness, of some who feel the board made the wrong decision. I unequivocally reject, however, UTFA's charges of undemocratic procedures, undue haste or the purchasing of votes. Like many other members of UTFA, I believe the association has strayed far from what ought to be its concerns — questions of employment, salaries, benefits and academic freedom.

MICHAEL R. MARRUS  
CHAIR  
ACADEMIC BOARD

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# LETTERS

## SECRET BALLOTS WOULD REASSURE THE DOUBTERS

That Academic Board "is in danger of becoming captive to the Simcoe Hall agenda" as UTFA president Bill Graham has stated may be open to question (UTFA Questions Board Independence, March 29). This observer of the recent forestry debate, however, remains, as yet, unconvinced by the denials Professor Michael Marrus (the board's chair) and others have issued.

A partial remedy to the perception of lack of independence is, in my view, not hard to find. The board's current method of voting by show of hands, rather than by written (secret) ballot, clearly favours block voting and loyalty to party line. A change to a more democratic method, for matters of substance, could scarcely be onerous to implement and would significantly foster the frail faith of the doubters. Apparently Erindale council recently introduced the same change, reputedly with positive results.

ALBERT PIETERSMA  
DEPARTMENT OF NEAR EASTERN  
STUDIES

## UTFA'S QUESTIONS GO BEYOND FORESTRY

The article on the clash between the U of T Faculty Association and Academic Board signals an important issue (UTFA Questions Board Independence, March 29). The faculty association's recent newsletter (Special Report #2, March 8) dealt with the board's decision on the undergraduate program in forestry. But the real point of the tract is larger and more sinister.

The allegation is made that Academic Board (on which I served for three years, 1989-1992) has come under the control of the central administration. According to UTFA, it seems, an elected departmental chair is automatically a stooge of Simcoe Hall. But to dismiss any *elected* members in that manner is to hold in contempt the academic staff who elected them. The insidious allegation that the board is no longer "an independent and representative deliberative body" is supported by reference to (1) the forestry decision (which was not to UTFA's liking), (2) some numerical legerdmain about administrators on the board and (3) last year's deliberations on the revisions to the Policy & Procedures on Academic Appointments.

Most disturbing is argument three, that the "growing control of the central administration" is demonstrated "by the way the tutor appointments policy was treated." I participated in the debate on the proposed revisions, I attended every meeting, read every word of background information and served countless hours on the

drafting committee. The fate of section five illustrates my point: the administration obviously wanted a policy on continuing instructor appointments and I, as a member of the drafting committee, had felt under pressure to comply. However, the section was deleted by Academic Board, despite the opposition posed by members of the administration.

Throughout, the debate was open, rational, to the point and as principled as one could expect it to be when personal interests were at stake. The voice of UTFA was heard often and at length. UTFA, to be sure, chose to restrict itself to just one part of the debate, the status of tutors and senior tutors. It thus advertised its indifference to the many serious issues (such as the nature of tenure) which are at the heart of the policy. And of course UTFA will have another chance to influence the issue since this is a policy frozen under the Memorandum of Agreement. Its failure to sway Academic Board may be a tactical setback for the faculty association but hardly evidence that the board has been hijacked by Simcoe Hall.

What is at issue is not just UTFA's pique. It is natural (though undignified) for the loser in a political struggle to complain. The serious issue is UTFA's apparent ambition to become *the* voice of the professoriate in matters of University governance. Before Governing Council introduced its present system of representative boards, UTFA was, by default, our only voice. The success of Academic Board as a forum of debate on academic policy making is a direct threat to UTFA's view of how the University should be run.

We should not forget that UTFA represents only its members (and I am one) and not the academic staff as a whole. Academic Board, despite the cynical slanders of UTFA, is *the* forum for the voices of all academic staff. If we take it seriously, it may continue to work. If we are persuaded by the self-serving rhetoric of UTFA, our voice in the academic governance of the University will be the very one which has had the temerity to be silent on the issues of greatest significance to the professoriate. We dare not let that happen.

BRAD INWOOD  
DEPARTMENT OF CLASSICS



## NEXT STEP: LIMIT INTAKE OF LAW STUDENTS

I applaud the courageous action of the University to reduce first-year enrolment in the Faculty of

Medicine by 30 percent (Medicine to Absorb Enrolment Cuts, Feb. 22). The wisdom of that action, which may help reduce the growth of future medical costs, is also apparent in the agreement made with the province for an annual replacement grant. The article in *The Bulletin* pointed out that in the last decade the number of physicians in Ontario grew three times faster than the population, with a corresponding larger increase in health insurance payments.

Lawyers represent another professional group that, with its fees regulated in a less obvious manner than the medical profession's, can extract ever-increasing payments from society. I suspect that the number of lawyers relative to the population has grown even faster — not that we had a shortage a decade ago.

The University should now take another courageous step, that of limiting by at least the same percentage its intake to the Faculty of Law. With the president the former dean of law, this is a particularly opportune moment as he could hardly be blamed for being biased. The provincial government should be happy to accommodate the University — as it did in the case of medicine — realizing that there will be large savings to the provincial economy in the future. Those savings may not be as easily quantified but are no less real. Let's hope we would also in the process reduce the tendency towards excessive litigation.

Finally, I regret the recent decision to phase out the undergraduate program in forestry. A more farsighted step would have been the opposite, to strengthen that faculty. The need for more foresters who can make real contributions to forest management and ecology and back up our largest export industry is compellingly obvious, in contrast to the case for lawyers. I wish this decision could somehow be reversed.

OLEV TRASS  
DEPARTMENT OF CHEMICAL  
ENGINEERING & APPLIED  
CHEMISTRY

## JOB MUST BE FULL-TIME

We are pleased to note from President Robert Prichard's Feb. 17 memorandum to the members of the University community that the position of status of women officer will remain full-time. We hope, however, that the officer's involvement in the Office of Human Rights will not reduce the position to less than full-time. If the next officer holds an academic appointment, we also hope that her teaching and research activities will not reduce the position to less than full-time.

In order for the administrative staff to compete for the position of

status of women officer, staff must be allowed to accept a term appointment with a guarantee of a position equivalent to or better than their current position within the University when the term appointment is completed. We would like to see the administration, in consultation with UTSA, incorporate such a policy into the section on recruitment, selection and hiring in the Manual of Staff Policies.

There have been no real changes to the status of women officer's reporting relationship. She is still an *adviser* — to the president alone; she has no independent right of access to committees of Governing Council and has no formally constructed advisory committee. We feel a more creative approach could have been taken in this respect. For example, a formal advisory committee could include representatives from each constituency's association (e.g., the staff association) and individuals from the community at large. This would help to make the officer more accountable to the University community.

We agree that the officer should pursue the goal of full gender equity at the University. One of the areas that urgently needs addressing is classroom curriculum. Although President Prichard does not want the officer to have enforcement or adjudicative powers with respect to curriculum, she must have the power to assess what is happening in the classroom and propose changes to the curriculum where appropriate.

We will continue, of course, to work with the new officer to develop policies which address gender equity issues for administrative staff.

SANDRA GARDNER  
CHAIR  
STATUS OF WOMEN COMMITTEE

JUDITH EICHMANIS  
PRESIDENT  
UTSA



## SPECIAL SERVICES OFFICE NEEDS EVERYONE'S HELP

I agree with Professor Vanderburg that access to library and computing services at the University of Toronto needs to be improved (Special services must work harder, March 15). I wish, though, to assure readers that integration and inclusion are the aims of Special Services for Persons with a Disability, not segregation as he claims.

Over the years many individuals and divisions have been involved in achieving current levels of accessi-

bility across the campuses. But there is still more to be done.

The proposed adaptive technology laboratory, a cooperative endeavour between special services and U of T Computing & Communications referred to in *The Bulletin*, can play a crucial role in providing equipment for individuals in their environments; i.e., fostering inclusion (Adapting to the New Reality, Feb. 22). Assessment, training, equipment for demonstration, trial and loan will be provided to individuals. The opportunities for research into the efficacy of various devices will be available to students and faculty.

As for the library, we were pleased to hear that it plans to submit a proposal to the National Library of Canada Adaptive Technology for Libraries Program, which is a source of funding to improve access for patrons with a print handicap. The program operates on a matching grant basis and special services has offered to provide the University's share.

Yes, indeed. Hard work is needed, not only from special services but also from many others, both individuals and divisions working in partnership. Only then can the goal be reached.

EILEEN BARBEAU  
DIRECTOR  
SPECIAL SERVICES TO PERSONS  
WITH A DISABILITY



## CLASS DISMISSED

We wish to thank everyone at U of T for their patience and cooperation during our first season of filming. We are confident that the revenue generated by Class of '96 has benefited everyone in some way. It was a pleasure for us to work with those who made their screen debuts as extras on Class of '96 — if we return for a second season we hope they will be interested in working with us again.

Thanks again, good luck with your finals and have a safe and enjoyable summer!

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APRIL 16 FOR APRIL 26  
APRIL 30 FOR MAY 10

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## Annual General Meeting

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# THE PERSONAL TOUCH

Scarborough College's personnel manager believes in getting close to get answers

By KARINA DAHLIN

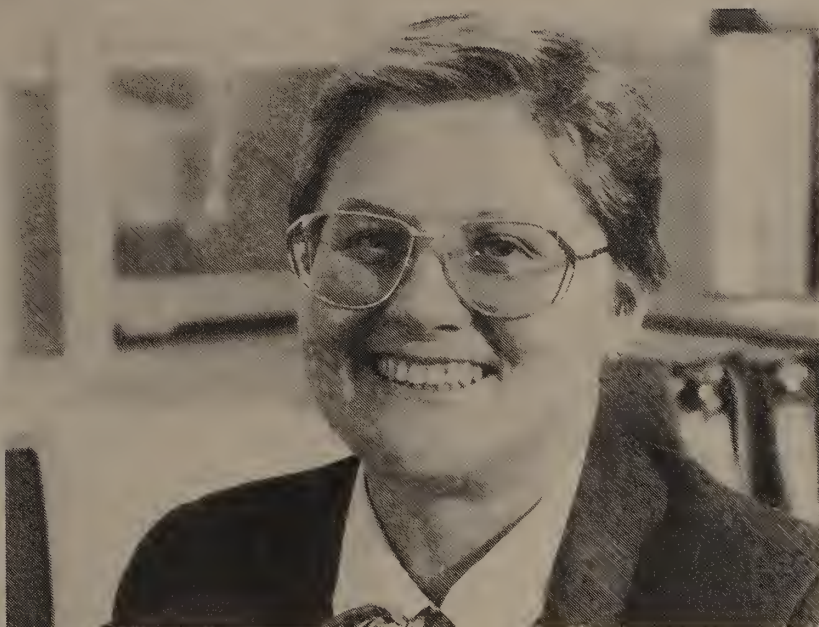
**D**AGMAR MILLS CAN'T HELP IT. WHEN she meets someone new she automatically starts asking questions about their jobs. Are they happy at what they do? Can their jobs can be improved? Do they feel they have room to grow?

People and their welfare matter to Mills — be they patients in a dental chair or University employees.

In 1970, as a dental assistant in the Faculty of Dentistry, Mills helped to establish the dentistry staff association to resolve some personnel problems plaguing the faculty at that time. Soon she was head of the association and became involved with the U of T Staff Association, serving on its board of representatives. In 1974, when the University called for cost-cutting ideas, Mills had one: she suggested dental assistants' time would be better spent if they worked in more than one of the faculty's departments. The idea was adopted and Mills became coordinator of dental assistants. In 1985, when the position as personnel coordinator at dentistry opened, Mills was ready to take the final step away from clinical work.

Focusing on administration she noticed that her faculty was duplicating some of the work done centrally at 215 Huron St. That was a waste of energy, she thought, and asked that changes be made to avoid the overlap. It was a timely request: in 1984 the Duffy report recommended that the personnel function of the University be decentralized. Mills was eager to pursue this option so she trained as a human resources professional and dentistry became the first decentralized unit at U of T.

Others followed — the Faculty of Arts & Science, Robarts



Library, the Press, Scarborough, the Faculty of Medicine and Erindale — with models of decentralization tailored according to needs. In some cases the human resources staff are paid by the central administration. Some are involved with labour relations, some have input into academic appointments, and all work on salary administration, health and safety issues, employment equity, staff development and immigration.

Mills went with the flow. First to arts and science in 1989, a year later to Scarborough where the college needed a manager of personnel and payroll services to oversee its decentralization. She was happy to be back in a "family" but knew the 250 staff

and 260 faculty at Scarborough needed proof that she wasn't simply an envoy from the central office downtown. She had to show them she had their interests at heart. It's a balancing act. Her natural inclination is probably to bend the rules but she's also a professional and knows that standards must be consistent throughout the University.

She clearly enjoys the challenge. Almost daily she sees the value of working in the field: if a conflict can be handled immediately, it may not escalate and become a grievance. Typically, Mills would like to prevent problems from occurring at all and in that spirit she established a staff relations committee two years ago. It is her main channel of communication with employees; the 13 members advise her and she uses them as a sounding board.

One of the questions she has discussed with the group is how to improve morale. It's not an easy task. Last month the college announced that six jobs in physical plant will disappear and more cuts are expected. Lifting spirits under such circum-

stances is tricky and Mills rejects any attempt that may appear like a facade of false cheer. Whatever is done must be done for the right reason, she insists. That is why the committee is giving careful thought to the introduction of an employee recognition program — when and how it is done are important considerations.

In administration, the pendulum always swings back and forth between centralized and decentralized models. These days U of T is moving closer to the latter and Mills approves. After all, that is the model that works for her: the closer she is to people, the better she feels she serves them.

HOMA FANTIAN

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*Department of Philosophy, McGill University*

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*Institute for Environmental Studies, University of Toronto*

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# EVENTS



## LECTURES

### Intellectual and Economic Relations between Mexico and Canada.

MONDAY, APRIL 12

Prof. Mario Ojeda Gómez, Colegio de México. West Hall, University College. 4 p.m. *Spanish & Portuguese and International Studies*

### Relaciones culturales y económicas entre México y Canadá bajo el tratado de libre comercio.

TUESDAY, APRIL 13

Prof. Mario Ojeda Gómez, Colegio de México. 213 Victoria College, Victoria College. 6 p.m. *Spanish & Portuguese*

### Ubiquitous Computing.

TUESDAY, APRIL 13

Mark Weiser, Xerox Palo Alto Research Center, Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science and ITRC*

### From Sherlock Holmes to Napoleon: Arthur Conan Doyle's Mediterranean Connection.

WEDNESDAY, APRIL 14

Clifford Goldfarb, The Bootmakers of Toronto, Sherlock Holmes Society of Canada. 213 Victoria College. 8 p.m. *Society for Mediterranean Studies*

### Policy Challenges in the Age of Aging.

THURSDAY, APRIL 15

Blossom T. Wigdor, Centre for Studies of Aging; annual Wilson Abernethy distinguished lecture. George Ignatieff Theatre, 15 Devonshire Place. 3:30 p.m. *Studies of Aging*

### Sexual Harassment in Medical Education.

THURSDAY, APRIL 15

Paddy Stamp, sexual harassment officer. 3163 Medical Sciences Building. 5 p.m. *Studies in Medical Education*

### Sumerian Epic: Epic or Fairy Tale?

THURSDAY, APRIL 15

Prof. Dietz O. Edzard, Universität München. Auditorium, Earth Sciences Centre. 8 p.m. *Canadian Society for Mesopotamian Studies*

### Yiddish Poetry in Canada: J.J. Segal; Melech Ravitch; Rochl Korn.

THURSDAY, APRIL 15

Chava Rosenfarb, writer. 179 University College. 8 p.m. *Jewish Studies and Moyshe & Esther Menachosovsky Memorial Fund*

## COLLOQUA

### Hexagons, Stripes and Zigzags in Chemical Patterns.

TUESDAY, APRIL 13

Prof. Harry Swinney, University of Texas at Austin. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

### Models of Phase Equilibria in Solutions of Amphiphiles.

FRIDAY, APRIL 16

Prof. Benjamin Widom, Cornell University. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

### Vocabulary Development: A Morphological Analysis.

FRIDAY, APRIL 23

Prof. Jerry Anglin, University of Waterloo. Room 069, 45 Walmer Road. *Child Study*

### Thermal Wave Investigations of the Thermal and Optical Properties of Thin Polymer Films.

FRIDAY, APRIL 23

Prof. Joan Power, McGill University. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

## SEMINARS

### From Personal Narrative to Research Odyssey: Observing the Olympic Heights as a Battered "Jock."

MONDAY, APRIL 12

Prof. Dwight Zakus, University of Regina. 320 Clara Benson Building. 3 p.m. *Physical & Health Education*

### Elongation Pausing and Termination of Transcription: A General Model from *E. Coli*.

MONDAY, APRIL 12

Dr. Thomas Yager, Hospital for Sick Children. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

### Physical Mapping of the Long Arm of Human Chromosome 7 Using Yeast Artificial Chromosomes.

TUESDAY, APRIL 13

Stephen Scherer, Department of Molecular & Medical Genetics.

### Probing the Stereospecificity Determinants in L-lactate Dehydrogenase.

Roman Sakowicz, Department of Molecular & Medical Genetics. 4279 Medical Sciences Building. 2 p.m. *Molecular & Medical Genetics*

### Olympic Power Plays: An Ethnosemiotic Study of CTV's Production of Ice Hockey.

TUESDAY, APRIL 13

Prof. Margaret MacNeill, School of Physical & Health Education. 320 Clara Benson Building. 3 p.m. *Physical & Health Education*

### The *nun* Transcription Termination Factor of Coliphage HK022.

WEDNESDAY, APRIL 14

Dr. Max Gottesman, Columbia University. 114 C.H. Best Institute. 2 p.m. *BBDMR*

### Re-Creation through Recreation: Physical Activity and Regeneration in Atlantic Canada and Northeastern United States, 1860-1910.

WEDNESDAY, APRIL 14

Prof. Michael J. Smith, University of Waterloo. 320 Clara Benson Building. 3 p.m. *Physical & Health Education*

### Race and Gender in the History of Medicine with the Example of Black Women Physicians.

WEDNESDAY, APRIL 14

Prof. Vanessa Gamble, University of Wisconsin; Hannah seminar for the history of medicine. 2109 Medical Sciences Building. 4 to 6 p.m.

### Protein Absorption at the Solid-Liquid Interface.

THURSDAY, APRIL 15

Rena Nicholov, Department of Botany. 412 Rosebrugh Building. 1 p.m. *IBME*

### The Ethics of Ecology: Exploring Perspectives of Our Environment.

THURSDAY, APRIL 15

Panelists: David Cayley, CBC Ideas; Prof. Lynn McDonald, University of Guelph; Prof. Charles Taylor, McGill University; and Peter Timmerman, Institute for Environmental Studies; Moderator: University Prof. Em. Ursula Franklin, Massey College. Auditorium, Faculty of Education, 371 Bloor St. W. 8 p.m. *SGS*

### Molecular Basis of Hereditary Nephritis.

MONDAY, APRIL 19

Dr. Stephen Reeders, Yale University School of Medicine. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

### *unc-5*: A Protein Required for Dorsal Guidance in *C. elegans* — A Little Dab Will Dorsalize You.

TUESDAY, APRIL 20

Ian Scott, Department of Molecular & Medical Genetics.

### Mapping Functional Regions of Yeast Transcription Factor III A.

Cathie Milne, Department of Molecular & Medical Genetics. 4279 Medical Sciences Building. 2 p.m. *Molecular & Medical Genetics*

### Trafficking, Signals and Maps: An Ion Channel's Guide to the Nerve Cell Surface.

WEDNESDAY, APRIL 21

Dr. Owen T. Jones, Playfair Neuroscience Unit. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

### Concepts of ROC Analysis in Medical Imaging.

THURSDAY, APRIL 22

Dr. Charles Metz, University of Chicago. SG16 Reichmann Research Building, Sunnybrook Health Science Centre. 12 noon. *Medical Physics*

### Germany's Transformation and the Future of Transatlantic Relations.

FRIDAY, APRIL 23

Gebhard Schwegler, Stiftung Wissenschaft und Politik, Ebenhausen. 3050 Sidney Smith Hall. 12 noon. *Political Science*

### Detecting Genes in Genomic DNA.

MONDAY, APRIL 26

Dr. Johanna Rommens, Hospital for Sick Children. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*



## MEETINGS & CONFERENCES

### University Affairs Board.

TUESDAY, APRIL 13

Council Chamber, Simcoe Hall. 4 p.m.

### Research 93.

WEDNESDAY, APRIL 14

Keynote speaker: Prof. Janice Morse, Pennsylvania State University, on The Integral Role of Comfort in Nursing. Other topics include Responses to Stressful Experiences: A Qualitative Approach, Examining Our Practice, Perceptions of Nurses and Patients, Decision Making, Quality of Worklife, Critical Issues in Nursing, Mothers of Infants: Assessment and Intervention and Promoting Health. Auditorium, Medical Sciences Building. 8:30 a.m. to 4 p.m. Information: 978-5627. *Nursing*

### Science for the Environment.

SATURDAY, APRIL 17

A one-day symposium at Scarborough College.

### Morning session

Environmental Science and Education; Agenda for the Environment; Does Thinking Globally and Acting Locally Make Sense? Pollen Allergies: Are they Avoidable? Water, Water Everywhere. 9 to 11:30 a.m.

### Afternoon session

What Goes Down Must Come Up: Polluting Groundwater; Biology: The LIFE in Environmental Science; The Geology of Garbage; Is Toronto Ready for an Earthquake? Where Do We Go from Here? 1 to 4 p.m. Information: Christine Rogers, 2878-7421.



## MUSIC

### TRINITY COLLEGE Choral Evensong.

WEDNESDAY, APRIL 14

Trinity College Chapel Choir; Robert Bell, director. Trinity College Chapel. 5:30 p.m.

### ROYAL CONSERVATORY OF MUSIC Twilight Series.

THURSDAY, APRIL 15

Katharine Rapoport, viola, and Stephen Satory, piano. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

### Royal Conservatory Orchestra.

FRIDAY, APRIL 16

Bramwell Tovey, conductor. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

### RCM Repertory Chorus.

MONDAY, APRIL 19

Gordon Burnett, conductor. Concert Hall. 8 p.m. Tickets \$4, students and seniors \$2.

### Opera Ensemble Workshop Concerts.

FRIDAY, APRIL 23 AND

SATURDAY, APRIL 24

*Riders to the Sea*, by Ralph Vaughan Williams, and *L'Heure espagnole*, by Ravel. Concert Hall. 8 p.m. Tickets \$4, students and seniors \$2.



## EXHIBITIONS

### SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE Centre Works: Landscape Dialogue & Electronic Media.

TO APRIL 14

An installation of electronic media for the design of landscapes. The Gallery, 230 College St. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### VICTORIA UNIVERSITY Special Collections and Scholarship.

TO APRIL 16

Books and manuscripts from several special collections. E.J. Pratt Library. Hours: Monday to Friday, 8:45 a.m. to 10 p.m.; Saturday, noon to 10 p.m.; Sunday, 1 to 10 p.m.

### ROBARTS LIBRARY An Introduction to Iranian Art & Culture.

TO APRIL 21

Displays of carpets, painting, poetry, musical instruments, architecture and cinema. Main Display Area. Hours: Monday to Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. *Iranian Students' Association*

### CENTRE FOR STUDIES OF AGING

### Historia de los Grandes Hombres y los Cabellos de Plata.

TO APRIL 30

The Story of the Grand and Silver-Haired People; photographic works of Trasi Jang. Room 305, 455 Spadina Ave. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### THOMAS FISHER RARE BOOK LIBRARY

### J.B. Tyrrell: Explorer and Adventurer; The Geological Survey Years, 1881-1898.

TO JULY 30

Original maps, photographs, notebooks and letters as well as printed material documenting Tyrrell's expeditions for the Geological Survey of Canada. Hours: Monday to Friday, 9 a.m. to 4:45 p.m.

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

APRIL 15 TO MAY 13

### Drawing in Succession.

Mary-Ann Kokoska, drawings. East Gallery.

### Shadow and Ash.

Deborah Salac-Ashforth, installation, prints on fabric. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

## MISCELLANY

### Through a Hole in the Lavatory Wall: The Policing of Gross Indecencies in Toronto, 1900-1919.

MONDAY, APRIL 19

Prof. Stephen Maynard, Queen's University; lesbian and gay academic forum. Combination Room, Trinity College. 8 to 10 p.m. *Lesbian & Gay Studies*

### Open House.

TUESDAY, APRIL 20

Representatives from MRC, NSERC, SSHRC and Eco-Research Tri Council will set up display booths and be available to answer questions. Map Room, Hart House. 10 a.m. to 3 p.m. Information: 978-2495. *ORS, Arts & Science, Applied Science & Engineering and Faculty of Medicine*

### Erindale Alumni

### "Power Breakfast."

WEDNESDAY, APRIL 21

Speaker: Bill Mills, Royal Bank, on Quality Service in the 90s: The Way to Survive. Novotel Hotel, Burnhamthorpe Rd. and Hurontario St. 7:30 to 9 a.m. Tickets \$17. Registration and information: 828-5454.

## DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of April 26, for events taking place April 26 to May 10: MONDAY, APRIL 12.

Issue of May 10, for events taking place May 10 to 25: MONDAY, APRIL 26.



# CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

## ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

**U of T, TGH, HSC,** 5-minute walk. Two-bedroom rebuilt Victorian apartment, carpeted, great kitchen with dishwasher, fireplace, balcony, parking available, coin laundry facilities. Family neighbourhood. Corner Henry and Cecil Streets. Call 595-0026.

**Sabbatical rental, Rosedale** (downtown): June or July 1993 through summer 1994. Furnished 3-storey house, 5 bedrooms, 2-1/2 baths, den, fireplaces, eat-in kitchen, sun-porch, deck, patioed garden, all appliances, garage. Quiet crescent, near bus, shops, park. \$2,600+/month. 960-4964.

**Sabbatical rental,** furnished 4-bedroom North Toronto house (Yonge/Lawrence) close to subway, schools (including French immersion), shopping. Convenient to Glendon College, York University, U of T. Available August 1, 1993 to July 31, 1994 (negotiable). \$1,700 monthly plus utilities. Call 482-1326.

**Major Street.** Charming Edwardian renovated townhouse, 2/3 bedrooms, fully furnished, sun-porch, garden, suit sabbatical couple or small family, available 1993/94, dates negotiable. Rent \$1,550 per month, plus utilities. Call UK 031-225-7224, or write Dr. David Stafford, 6 Lansdowne Crescent, Edinburgh EH12 5EQ, Scotland.

**Beaches (Queen/Woodbine):** large, furnished, fully renovated 5-bedroom executive home on quiet, tree-lined street, 4 bedrooms, 2-car parking, all appliances, central air conditioning, finished rec room. June 1993 — May/Sept. 1994 negotiable. 690-6657, 585-6830.

**Avenue Rd. & Davenport.** Renovated, bright, upper duplex, south balcony overlooking Ramsden Park. 2 bedrooms, study, dining-room, laundry, storage. Near tennis courts, TTC. Non-smokers. \$1,725 inclusive. Available May 1. 922-1610 after 6 p.m.

**Bathurst/Dupont.** Bright 1-bedroom, study, unfurnished apartment, carpeted, private, 2nd floor of house. May 1. Non-smokers preferred. \$860 including utilities, 1 year or more, December 1 increase. Street parking, family neighbourhood, close to campus. 534-2550.

**Rosedale:** unfurnished five-year-old townhouse for 2-3 year lease in superb central district near Rosedale bus. All appliances, 1 1/2 baths, fireplace, carpeting, curtains, front pad parking. We are looking for careful, non-smoking tenants. Available June 1. Please contact our real estate agent, J. Sommers, at 487-4343.

**Bloor/Bathurst.** Beautiful furnished/equipped 3-storey house. Kitchen, dining-room, living-room, den, plus 4 rooms, 3 bathrooms; garden, garage. No smokers/pets. Short walk to subway, U of T. \$1,600/month plus utilities. September 1, 1993 to April 30, 1994 (some flexibility). 533-7214.

**July 1 to October 15.** Danforth/Broadview, subway, 1-bedroom apartment. Non-smoker. Furnished, balcony, great view. Sauna, swimming pool. \$850 inclusive. Parking available extra. Call 465-9631.

**Sabbatical rental: Palmerston Blvd.** July 1993 — June 1994. Walk to University.

Duplex, top two floors. Spacious, renovated, furnished. 3 bedrooms, 2 bathrooms. Parking, garden, deck. Skylights, Jacuzzi, fireplace, laundry, security. \$1,700 + utilities. References required. 925-7693.

**One-year rental from August 1993.** Attractive, spacious, detached house conveniently located Moore Park. Lovely perennial garden, lily pond. 2 offices, fireplace, 2+ bedrooms, 3 bathrooms, Jacuzzi, attractively furnished, fully equipped, parking. No smoking/pets. \$1,900/month plus utilities. 486-4666.

**Sabbatical sublet,** furnished 2-bedroom apartment in Bloor West Village. Front and back yards, close to shopping, schools, TTC. Available August 1, 1993 to June 30, 1994 (negotiable). \$1,000 monthly plus Hydro. Call 767-3165 after 4 p.m.

**Visiting Toronto for the summer?** Why not live in a fabulous, furnished, fully equipped, 2-bedroom, 2-bathroom, luxury condo near Bay and Wellesley? Spectacular panoramic view of campus, city and lake. Outstanding athletic facilities. Parking available. May-August/93. 975-4652, 978-3101.

**Rosedale.** Furnished, private, adult home, two-bedroom apartment, quiet, parking, TTC, air conditioning, no smoking. Immediate. \$1,250 per month, utilities included. Prefer long-term lease. 975-9358, please leave message.

**Bloor/Spadina:** walk to U of T. Cheerful furnished bachelor, semi-private, in quiet Victorian, \$450, suit female non-smoker. Bloor/Ossington: near subway, private furnished bachelors, \$400-500; character 1-bedroom, \$650. Bloor/Danforth: at subway, luxury 2-bedroom condo, parking, \$950. All short- or long-term. Phone 924-1538 or 253-0980.

**Great neighbourhood,** great house, fully furnished; close to U of T, TTC, shopping. Available August 93/94. 3 floors, 3 bedrooms, 3 bathrooms, library, finished basement. Call Susan, 536-4636.

**Summer rental,** executive 4-bedroom, 3 1/2 bathrooms, 2 studies, centre hall, Avenue Road and St. Clair; air, Jacuzzis, fully furnished and equipped, great views, available July and August. \$2,500 per month plus utilities (including gardener). 928-0122.

**Avenue Road/Eglinton.** July 1, 1993 to end of June or July 1994. Beautiful, spacious, furnished home: 4 bedrooms, study, living-room with open fireplace, dining and breakfast rooms, bathroom, powder room, piano, finished basement. Charming low-maintenance garden, private driveway, garage. Excellent neighbours. Close to bus, subway, shopping, churches, public and private schools, parks. Non-smokers preferred. No pets. \$1,800 per month plus utilities. Tel. 489-1077.

**Sabbatical rental. Forest Hill.** Fully furnished, 2-bedroom, 2-bathroom condo in high-rise. Balcony, all appliances, underground parking, lovely grounds. Available September 1, 1993 for 1-2 year lease. Non-smokers. Near subway, 10 minutes U of T. \$1,350/month inclusive. 787-8464.

**Annex.** Beautiful, newly renovated, basement apartment. 10 minutes walk to U of T, 3 minutes to subway, 2 minutes to stores. Laundry facilities, private entrance, large garden. Terrific neighbourhood. Available May 1. \$560 negotiable. 961-3335.

**Davenport, close to Yonge.** Large two-bedroom, two-bathroom apartment, air-conditioned, five appliances, parking, cable, linen, cutlery. Available for June, July and August (or substantial part of the period). \$1,200/month. 960-5556.

**Bloor/Church area.** One or two years from July 1. Luxury townhouse, 2+ bedrooms, 2 bathrooms. Furnished (\$1,900/month) or unfurnished (\$1,700) (plus hydro). Parking below unit. Lovely private patio and 3rd-floor deck. Fireplace, Jacuzzi, air-conditioned, dishwasher, washer, dryer. 15-minute walk to U of T, hospitals. References required. No pets. 920-0678.

**Yonge/Lawrence area.** Large three-bedroom house, finished basement, furnished with appliances. Subway, schools and shops. Deck and backyard. June to December 1993. Sabbatical leave. \$1,750 per month. 736-5048 (O), 486-2413 (H).

**Furnished house for rent.** Yonge/Eglinton area, 3 bedrooms, lovely deck and yard. From August 1993 until June 1994. \$1,500/month plus utilities. Phone 484-9304.

**Summer sublet.** Furnished 2-bedroom apartment, May 15 — August 14, 1993. Near High Park/Keele subway. Laundry facilities, dishwasher, air conditioning. \$850/month + utilities (negotiable). Call Mr. or Mrs. Nelson, 516-3454 (leave message).

**July — August 1993. Rosedale.** Fully furnished house. 3 bedrooms, 2 1/2 baths, 2 studies, private garden and deck. Steps to bus, minutes to Rosedale subway. No smokers, no pets. \$1,500/month plus utilities. 964-2827.

**Apartment — Beach area,** large 2-bedroom, nicely furnished, low-rise. Available August 15/93 — May 15/94. \$795 monthly includes all utilities & underground parking. Direct streetcar to University. 690-5585.

**Bloor and St. George.** One-bedroom condo with sun-room. Quiet, sunny, spacious; with washer, dryer, dishwasher, microwave, central A/C, filtered water, roof patio, visitors' parking, 24-hour security. Available May 1. \$1,100 inclusive. 925-9986.

**Furnished apartment.** Available September 1993. Annex/Albany. Large one-bedroom + dining-room, fireplace, hardwood floors, balcony, overlooking great garden, laundry, street parking. Currently rented to visiting professor. 10-minute walk to U of T. \$1,200/month inclusive. 926-1935.

**Large, renovated, furnished,** third-floor room in Victorian house. Private bathroom and kitchen facilities. Skylights. Large deck. Minutes to U of T. Non-smoker/pets. Available May 1. \$500 (includes utilities). Evenings 975-2656.

**Charming house in Beaches.** 2 storeys, 2 bedrooms. Near Lake. Fully renovated, broadloom, fireplace, appliances. Treed garden, parking. Professional couple, small family, non-smoking. One-year lease, available immediately. \$1,600 +. Joan Howard, Royal LePage, 284-4751.

**Palmerston Blvd.** (College/Bathurst). 15-minute walk to University. Unfurnished, spacious, ground-floor apartment. 1 1/2 bedrooms, large kitchen, living-room, deck, garden (with compost!). Private entrances.

Parking. Laundry. Fire alarms. Non-smokers. \$1,090 + utilities. 925-7693.

**May — June.** One-bedroom sublet. St. George/Bernard. 5-minute walk from campus. Elegantly furnished. Ideal for single person. No smoking or pets. \$650/month negotiable. 963-5194.

**Bloor/Spadina furnished apartments.** Private entrance: two-level, large one-bedroom, deck, \$1,100 inclusive; small one-bedroom, \$660 inclusive. 10-minute walk to U of T. High ceilings, quiet, graduate, professor. Non-smokers, references. Leave message, 923-9696.

**Furnished sublet (Oct'93-Apr'94).** Elegant 2-bedroom, 1st floor, recently renovated old house. Fireplace, wood trim, laundry. Central (Ossington subway), minutes walk to all conveniences. \$1,400 inclusive. Dates & rent negotiable. Ideal for couple. 323-4487.

**Danforth/Coxwell.** Bright, 1-bedroom, furnished, basement apartment; cable, laundry; available immediately, short-term let — \$550 per month. Upper duplex, beautiful furnished 1-bedroom + den; TV, microwave, etc; parking; available June 1, short-term let — \$750 per month. Phone 465-8469.

## ACCOMMODATION RENTALS REQUIRED

**Wanted: 3+bedroom duplex,** condo or home to rent, 12 months starting August 1993 (date negotiable). Pastor (ThD sabbatical studies), wife (teacher), 3 school-age children, quiet, non-smokers, no pets. Cameron Harder; (403) 672-2137; 3308-61A St., Camrose, AB T4V 3M2.

## ACCOMMODATION SHARED

**Charming house to share** with female owner. Bright, clean, furnished, oak floors/trim, fireplace, yard, parking, laundry. Quiet street, Danforth/Greenwood, 2 minutes from subway, shopping. Suitable non-smoker, pet-lover. \$600 utilities included. Annabelle, 406-3200.

**Summer rental, furnished,** large bedroom-adjointing study, share house. Good transportation, quiet street, Ossington and Queen, Victorian house, spa. May 3 — September 1. 978-8261 or 533-8313.

## ACCOMMODATION OUT OF TOWN

**San Francisco.** Beautiful, furnished, fully equipped, 2-bedroom, 2-bathroom condo in small building. Golden Gate Bridge view, fireplace, sunny decks, parking. Charming neighbourhood, Marina/Pacific Heights area. Good transportation downtown, Berkeley, Stanford. September/93-May/94. 975-4652, 978-3101.

## ACCOMMODATION OVERSEAS

**Sabbatical in Padua:** professor's one-bedroom, plus sofa-bed (sleeps two couples), ultra clean and safe; historical centre at universities, libraries, teaching hospitals; 25 minutes to Venice. \$900/month nego-

tiabile. References. Thomas, Toronto 596-1178, leave message.

## ACCOMMODATION EXCHANGE

**Summer in cool peaceful Halifax.** Academic family of four will exchange modest Halifax house (3 bedrooms + study) for house or apartment in Toronto (Annex preferred) for July and August. 15-minute walk to universities, 30-minute drive to ocean. Call Keith Lawson, (902) 425-3379.

## BED & BREAKFAST

**Philomena & Dave —** Bed and Breakfast, 2 blocks west of Spadina, quiet & comfortable. \$35 single, \$50 double; full breakfast. Also furnished rooms on Howland Ave. for short-term rentals, \$20 single, \$30 double. 962-2786.

## HOUSES & PROPERTIES FOR SALE

**Charming 1845 Ontario cottage,** carefully renovated, well-maintained, on edge of village 90 minutes east of Toronto. 4 acres of mature trees, lawns, organic kitchen garden. Two year-round streams. Spacious, insulated workshop. Beautiful country setting yet with all village services. Private sale. \$169,000. Call (416) 355-3321.

**ADJACENT TO CAMPUS.** Beautiful, light-filled, renovated 4BR Victorian brick semi with 2.5 bathrooms. Quiet. Spacious. Solid, modern on inside, modest on outside. Must be seen. Many extras, including 2-car brick garage, walk-out roof deck. Recently sold conditionally after listing price reduced to \$379K. However, buyers unable to sell their home completing that purchase. Now between listings, privately offered at \$356K. Owners moving west. 593-5008, 978-6667 before April 21.

**PRIVATE SALE IN THE ANNEX!** Elegant renovation of a 3-storey, detached, 4-bedroom+, family home. Splendid garden. Must see! For appointment: 925-0484 or 978-2549.

**FREE REAL ESTATE SEMINAR. PRICING YOUR HOME TO SELL —** Helpful information to sell your home for the most money in the shortest time. Tuesday, April 27, 1993; 7-9 p.m. Call early to reserve your space. Barry Freeman Real Estate Ltd. 535-3103.

**FREE REAL ESTATE SEMINAR. FIRST-TIME BUYERS SEMINAR —** A step-by-step guide that will take the mystery out of buying a home. Tuesday, May 4, 1993; 7-9 p.m. Call early to reserve your space. Barry Freeman Real Estate Ltd. 535-3103.

**ANNEX — JUST LISTED,** country charm and ambience. 3-bedroom, 2-storey semi, exposed wood throughout, open concept, wood-burning stove, minutes to U of T. \$259,000. E. Freeman, Barry Freeman Real Estate Ltd. 535-3103.

**ANNEX — JUST LISTED,** original 3-storey, 5-bedroom Victorian with garage. Same owners 50 years. \$159,000. E. Freeman, Barry Freeman Real Estate Ltd. 535-3103.



## MISCELLANY

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

**ACCENT NEED ADJUSTMENT?** Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 1500 satisfied graduates. Now in its 8th year. Gandy Associates. 767-6691.

**THINK SHRINK-WRAP** for your framing needs. Posters, prints, photos, maps, charts, kids' art, tea towels. Call 423-9975 for location nearest to you.

**Psychologist providing individual,** group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

**Violet B. Head, Registered Psychologist.** Individual and group psychotherapy, art therapy. Specialities: depression and substance abuse problems. Most U of T benefit packages cover psychology. 200 St. Clair Ave. W. at Avenue Rd. 922-7260.

**MAY 29 — WHITEVALE COUNTRY DAY.** Bring the whole family. Tour working mill and picturesque 19th-century village on West Duffin Creek. Giant bake sale, old-time fun in Kids' Alley, craft demonstrations, plant sale, music, refreshments. Located east of Markham at Altona Road/Concession 5.

**Islamic Books.** Supplier of books and souvenirs. 1395 Gerrard St. E., Toronto, Ontario M4L 1Z3. 778-8461.

## RESEARCH NOTICES

*For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.*

### HUMANITIES & SOCIAL SCIENCES MULTICULTURALISM & CITIZENSHIP CANADA

*The Canadian ethnic studies program supports and promotes research on the demography; culture; and social, political and economic organization of ethnocultural groups in Canada. Research can be historical, contemporary, interdisciplinary or comparative. Deadline is April 30.*

### MEDICINE & LIFE SCIENCES NATIONAL INSTITUTE OF CHIROPRACTIC RESEARCH (US)

*The institute offers funding up to \$5,000 US for basic, clinical and historical research relating to the principles and practice of chiropractic. Deadline is May 1.*

### ROEHER INSTITUTE/SCOTTISH RITE CHARITABLE FOUNDATION OF CANADA

*The institute, sponsored by the Canadian Association for Community Living, is Canada's national institute for the study of public policy affecting persons with a mental handicap. On behalf of the Scottish Rite Charitable Foundation, the institute administers graduate student research grants (post-graduate) and research grants (faculty members or associates) in the field of mental handicap or closely related fields. These grants are valued at up to \$8,000. Major research grants (up to \$35,000) in the field of mental handicap including Alzheimer's disease are offered to university researchers. Eligible candidates for all programs must be Canadian*

citizens or landed immigrants and all study and research must be carried out in Canada. Deadline is April 30.

### UPCOMING DEADLINES

J.P. Bickell Foundation — research grants (internal deadline): *April 15.*  
J. H. Cummings Foundation Inc. — research support (internal deadline): *April 15.*  
Easter Seal Research Institute — research fellowships, project grants, research training grants: *April 15.*  
External Affairs & International Trade Canada — cooperative security competition program: *April 30.*  
Miles/Canadian Red Cross Society — research grants: *April 15.*  
Multiculturalism & Citizenship Canada — Canadian ethnic studies

program: *April 30.*

National Cancer Institute of Canada — development grants (full application): *April 15.*  
National Institute of Chiropractic Research (US) — research grants: *May 1.*  
NSERC — science publications grants; all strategic grants: *April 15.*  
Ontario Ministry of Agriculture & Food — Ontario food processing research program: *May 3.*  
Roeher Institute/Scottish Rite Charitable Foundation of Canada — major research grants, graduate students research grants, research grants: *April 30.*  
SSHRC — strategic partnership development grants: *April 15.*  
Wildlife Toxicology Fund (WTF) — research grants: *April 15.*

## PHD ORALS

*Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.*

### TUESDAY, APRIL 13

Peter John Evans, Institute of Medical Science, "Preservation of Peripheral Nerve Grafts."  
Prof. J.A. Wade.

Fei Wang, Department of Chemistry, "In Situ Laser Interferometry and Fluorescence Quenching Measurement of Poly(methyl methacrylate) Thin Film Dissolution."  
Prof. M.A. Winnik.

### WEDNESDAY, APRIL 14

Justin R. Nodwell, Department of Molecular & Medical Genetics, "The Recognition of Antiterminator RNA by Transcription Antitermination Factors in *E. coli*."  
Prof. J.F. Greenblatt.

### THURSDAY, APRIL 15

Gordon Paul Kurtenback,

Department of Computer Science, "Marking Menus: An Interaction Technique Based on Self-Revelation, Guidance and Rehearsal."  
Prof. W.A.S. Buxton.

### FRIDAY, APRIL 16

Kurt Sven Markstrom, Faculty of Music, "The Operas of Leonardo Vinci, Napoletano."  
Profs. C.R. Morey and M.A. Parker.

Jiang-Hai Mei, Department of English, "William Makepeace Thackeray: A Journalist-Novelist — An Analytical Discussion of Thackeray's Journalism and Novels." Prof. H. Kerpneck.

Yanhua Wang, Department of Statistics, "Smoothing Splines for Non-Parametric Percentiles."  
Prof. K. Knight.

Mengsu Yang, Department of Chemistry, "Network Analysis of the Thickness-Shear Mode Acoustic Wave Sensor in the Liquid Phase." Prof. M. Thompson.

### WEDNESDAY, APRIL 21

Martin John Somerville, Department of Physiology, "Gene Expression in Alzheimer Brain: A Quantitative RNA in Situ Hybridization Analysis."  
Prof. D.R. McLachlan.

Vappu Kaarina Tyyska, Department of Sociology, "The Women's Movement and the Welfare State: Child Care Policy in Canada and Finland, 1960-1990." Prof. L.R. Marsden.

### THURSDAY, APRIL 22

John Alexander Chevary, Department of Physics, "Dirac-Hartree-Fock Predictions of the

Ground State Electron Configurations of Atomic Negative Ions: Sr<sup>-</sup>, Ba<sup>-</sup>, Yb<sup>-</sup>, Ra<sup>-</sup>, La<sup>-</sup> and Lu<sup>-</sup>." Prof. S.H. Vosko.

### FRIDAY, APRIL 23

Jeffrey Martin Percy Phillips, Department of Civil Engineering, "The Effect of Corrosion on the Structural Performance of New and Repaired One-Way Slabs."  
Prof. R.D. Hooton.

Monica Agnes Sandor, Centre for Medieval Studies, "The Popular Preaching of Jacques de Vitry."  
Prof. J.N. Hillgarth.

Paul Szeptycki, Department of Mathematics & Applied Mathematics, "Some Consistency and Independence Results on Countably Metacompact Spaces."  
Profs. F.D. Tall and W.A.R. Weiss.

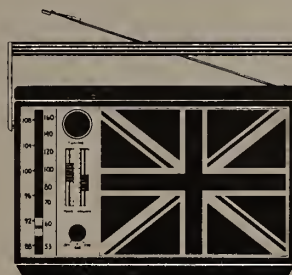
### BRUCE M.T. ROWAT, M.D., F.R.C.P.(C)

WISHES TO ANNOUNCE  
THE OPENING OF HIS PRACTICE

General Internal Medicine  
170 Bloor St. West, Suite 402  
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Applications for carrels and book lockers for faculty members and graduate students (Division 1 & 2) for the Summer Session will be accepted from April 12th to 30th. Application forms and information sheets are available at the Circulation Desk, 4th floor, Roberts Library.

As in the past, assignments for graduate students will be made on the basis of priorities which have been decided by the School of Graduate Studies in consultation with the Library.

Assignments are expected to begin on May 10th, 1993.

For further information, ask at the Carrel Office, Room 4041, or call 978-2305.



# OPERATION MANUAL

*Changes have been made to the Manual of Staff Policies and that's good — but it's not enough*

BY MARGARET MCKONE

A NEWSPRINT COPY OF THE Manual of Staff Policies will soon be distributed to all administrative staff. In itself that may not be notable but in the context of the battles that staff have fought to gain access to the manual and make improvements to it, the distribution of a "paperback" edition is significant.

The event follows the signing last December of a framework agreement between the staff association and the administration. The agreement includes an improved process for developing policies. In March the two sides agreed to next year's salary and benefits package. It contains better policies for bereavement leave and personal leave and new policies for self-funded leave, health care appointments and vacation carry-over.

While it is encouraging that advances are being made, it is easy to forget that more needs to be done, particularly at a time when everyone at the University is preoccupied with crucial issues such as accountability and fiscal restraint. We must keep in mind that there is still a need to entrench certain fundamental rights for administrative employees and that much work remains to be done on the Manual of Staff Policies.

The design of the manual is a problem in itself. It is often difficult, even for those who are familiar with the manual, to find a certain policy. It has no index. If you are not familiar with the general categories listed in the table of contents, and know how one policy relates to another, it can be a time consuming exercise to locate what you are looking for. After an unsuccessful search of the manual people may conclude that there is no policy for their circumstances.

The most serious problem with the manual is the open-ended fashion in which policies are written. This results in different interpretations and applications of the same policy, depending on who the manager or department head is. Policies are riddled with the phrases "may," "should" and "at the discretion of" and employees have little input into decisions that affect their own working lives.

An infamous example of this is the termination in November 1991 of 79 employees in the Faculty of Medicine when the University chose to disregard its own policy for release for reasons of organizational change. It states that employees should be advised as soon as their department identifies the need for change at the advance planning stage and that they are *entitled* to a period of notice. Both elements of this policy were blatantly disregarded at medicine (where the terminations were eventually suspended) and have been on numerous other occasions in other divisions.

Misuse of managerial discretion took place, for example, when:

- an employee was denied a personal day for the purpose of moving because the supervisor did not consider moving a legitimate reason;
- an employee requested a personal day and discovered that her supervisor had discussed the confidential circumstances surrounding the leave with other employees in the department;
- a department posted records which documented employee sick leave days in public for everyone to see;
- an employee was denied a half personal day to attend a doctor's appointment because the policy permitted a personal day not a half day;
- an employee was denied merit pay because the supervisor thought the employee had taken too many sick days off;
- an employee was criticized by the manager for taking more sick days than the departmental average (the departmental averages were very low);
- a group of employees wanted to meet with their manager to discuss the department's handling of policies and were informed



It was only after a staff association representative attended a meeting with the complainant that this error was brought to light. Clearly there is a pressing need for the Human Resources Department to ensure that all appropriate managerial staff have an updated version of the manual and are fully aware of recent changes.

A common complaint of the manual is that its policies are ambiguous. Consider the vacation policy. Departments have been known to calculate vacation entitlement incorrectly because the procedures for doing so are confusing. The poor wording of the policy has also served to prevent employees from taking some of their holiday entitlement

during the last two months (May and June) of the vacation year. For many this is the least busy time of the year and would seem to be the ideal period (from the University's point of view) for staff to take their vacations. The intent of this policy is to ensure that employees take their vacations and not lose them at the end of the vacation year. However, the wording of the policy does not accurately illustrate this point and managers are all too often reluctant to interpret policies in favour of the employee.

POLICIES THAT PERPETUATE MANAGERIAL HIERARCHICAL control are not only harmful to employees' rights, they are inefficient. It has become widely accepted that organizations in which knowledge and power are shared, rather than monopolized, operate more efficiently than traditional hierarchical organizations. Employees who feel they have little or no control over decisions that affect their own working lives are more likely to suffer from low morale and high stress levels, leading to ill health, absenteeism, low productivity and a general sense of worker alienation.

The University faces a difficult challenge. More than ever, in these times of economic restraint, wage freezes and layoffs, it is crucial for us to re-examine out-dated management practices and the traditional way of doing things. Administrative staff are full and equal partners in the delivery of quality education at the University of Toronto. They are dedicated to their work and seek greater control of their working lives. By entrenching employee rights in the workplace the University will benefit enormously.

The new framework agreement has created a climate in which we hope it is possible to make positive changes in an atmosphere of mutual cooperation. Delay of the agreement's intent would be disastrous. It is crucial for the University to acknowledge the importance of its administrative staff and to rectify the problems they currently face. The UTSA office has reported an alarming increase in the number of job problems requiring consultation. The ombudsperson in her annual report cited an increase in the number of staff problems. Her report refers to cutbacks and their effects on staff members — for example, stress from overwork, fear of job loss, exacerbated by uncertain prospects in a contracted economy, reduced levels of service and an unwillingness to contest unfair or questionable decisions or practices. It also criticizes departments that do not follow existing policies. All of these are major problems that adversely affect the University community. Obviously a better staff policies manual won't magically fix all problems, but it could be the first step towards an ongoing commitment to value and respect the work of administrative staff at the University of Toronto. The time for positive change is now.

*Margaret McKone, a graduate administrator in the Department of Political Science, is vice-president (policy) of the University of Toronto Staff Association (UTSA).*

that the manager did not think such a meeting was appropriate and that he did not have the time to meet with them;

- an employee, whose department purchased new wordprocessing equipment, was informed by her manager that she would be required to complete a training course on her own time and pay half the cost;
- an employee, who was pregnant, became ill one month prior to the commencement of her maternity leave and her manager moved her leave forward one month rather than grant her sick leave;
- a group of employees had to assume additional responsibilities after a position was eliminated in their department. They were later criticized for not adapting to their increased schedules quickly enough.

IN EVERY DEPARTMENT THE MANAGER OR DEPARTMENT head has control of the manual and quite often it is zealously guarded. As a result staff members are often unaware of its existence or are too intimidated to ask for it. If they do they are usually asked why they wish to see the manual and what section they are interested in. Many staff members have complained to the staff association that they are at the mercy of their managers when wanting to learn which policies apply to them. This



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creates a sense of powerlessness over their working environment.

Numerous versions of the manual are currently in circulation. Many have not been updated with recent changes. Managers often administer old policies that have been updated or improved and are unaware that a change has been made. Recently one manager, on the advice of a human resources generalist, initiated a grievance using a grievance procedure was replaced by a significantly revised procedure in the new framework agreement.